

**MINUTES OF THE MEETING OF THE STUDENTS AND STAFF GRIEVANCE
REDRESSAL COMMITTEE**

ACADEMIC YEAR 2019-20

Meeting 1: Preliminary Discussion on the Grievance by Ph.D. students Ms. Rupali Prajapati Ramesh and Ms. Sarita Rajesh Yadav

Date: 18/06/2019

Members Present:

Smt. Darakshan S.A. Shaikh (Chairperson)

Dr. Gandhi H. Dehury (Member)

Shri Sameer R. Vairagi (Member)

Agenda:

To review and discuss the complaint filed by Ph.D. students Ms. Rupali Prajapati Ramesh and Ms. Sarita Rajesh Yadav regarding their research guide's non-cooperation.

Minutes:

The meeting began with the Chairperson briefing the committee about the complaint filed by the students.

The students alleged that their research guide was not providing them with adequate guidance and was unapproachable.

The committee decided that a hearing with the students would be arranged to understand the matter in detail.

The committee scheduled the hearing with the students for 22/06/2019.

A decision was made to inform the guide about the complaint and request an explanation after hearing the students.

Action Items:

Schedule the students' hearing on 22/06/2019.

Notify the research guide about the complaint.



Chairperson
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Meeting 2: Hearing with the students, Ms. Rupali Prajapati Ramesh and Ms. Sarita Rajesh Yadav

Date: 22/06/2019

Venue: Grievance Committee Office

Members Present:

- Smt. Darakshan S.A. Shaikh (Chairperson)
- Dr. Gandhi H. Dehury (Member)
- Shri Sameer R. Vairagi (Member)

Attendees:

- Ms. Rupali Prajapati Ramesh (Complainant)
- Ms. Sarita Rajesh Yadav (Complainant)

Agenda:

To hear the grievances of the students regarding their research guide.

Minutes:

The students were invited to present their grievances.

1. They explained that their guide was not providing clear guidance on how to structure their research chapters.
2. They also stated that the guide was critical of their work but did not give constructive feedback on how to improve.
3. The students expressed emotional distress and asked to be released from their guide's supervision through a No Objection Certificate (NOC) so they could pursue their Ph.D. under another guide.
4. The committee members listened carefully and assured the students that both sides would be heard fairly.

Action Items:

- Request a written explanation from the guide regarding the students' allegations.
- Schedule the next meeting to review the guide's response.



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Meeting 3: Review of the Guide's Response

Date: 27/06/2019

Venue: Grievance Committee Office

Members Present:

- Smt. Darakshan S.A. Shaikh (Chairperson)
- Dr. Gandhi H. Dehury (Member)
- Shri Sameer R. Vairagi (Member)

Agenda:

To review the written response provided by the research guide and deliberate on the issue.

Minutes:

1. The committee reviewed the guide's response, which highlighted the students' lack of basic knowledge and irregular attendance.
2. The guide provided evidence, including records of the students' absence and delays in submitting research work.
3. After reviewing both the students' and guide's statements, the committee observed that both parties had genuine grievances.
4. The committee concluded that further collaboration between the students and their guide was unlikely to yield positive results.

Action Items:

- Recommend that an NOC be granted to the students, allowing them to find a new guide.
- Prepare the final confidential report.



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Final Decision and Submission of Report In the case of Ms. Rupali Prajapati Ramesh and Ms. Sarita Rajesh Yadav

Date: 08/07/2019

Venue: Principal's Office

Members Present:

- Dr. (Smt.) Swati Wahwal (Principal)
- Smt. Darakshan S.A. Shaikh (Chairperson)
- Dr. Gandhi H. Dehury (Member)
- Shri Sameer R. Vairagi (Member)

Agenda:

To finalize the committee's recommendation and submit the confidential report to the Principal.

Minutes:

1. The committee unanimously agreed that granting the NOC was in the best interest of both the students and the guide.
2. It was decided that no blame would be placed on either party, as the relationship between the guide and students had broken down irreparably.
3. The confidential report was drafted and submitted to the Principal's office for further action.

Action Items:

- Submit the report to the Principal's office.
- Notify the students and guide of the committee's decision.



Chairperson
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**REPORT OF THE STUDENTS AND STAFF GRIEVANCE REDRESSAL COMMITTEE
2019-20**

For the Academic Year 2019-20, the Students and Staff Grievance Redressal Committee constituted of the following members:

Principal : Dr. (Smt.) Swati Wahwal
Chairperson : Smt. Darakshan S.A. Shaikh
Members : Dr. Gandhi H. Dehury
Shri Sameer R. Vairagi
Dr. Asha S. Dhure
Shri. M.R. Dabholkar

There was only one matter reported to the Grievance committee during the entirety of Academic Year 2019-20, which is as follows:

A complaint was filed and forwarded through the Principal to the Grievance Committee on 18/06/2019 by Ms. Rupali Prajapati Ramesh and Ms. Sarita Rajesh Yadav, Ph.D research students against their Guide for non cooperation with them with respect to their research work.

The committee immediately convened and decided to call on the aggrieved party for a hearing on 22/06/2019 and their grievance was heard in detail.

The grievance of the students was that their guide was not giving them sufficient time or guidance as to how they should write their chapters. On the contrary, every time they approached the guide, she pointed out their errors but did not show as to how they should be corrected maintaining a haughty and rude demeanor all the time.

The students demanded that in the face of constant mental strain, due to the above mentioned circumstances, they no longer wished to continue their research work under the said Guide and therefore they be issued a No Objection Certificate from the guide so that they may be free to pursue their Ph.D under the guide ship of some other person.

The Committee decided to ask for a written explanation to the above allegations from the guide and accordingly issued a letter for the same on 24/06/2019.



The reply from the guide was obtained on 27/06/2019 which clearly pointed out severe lapses on the part of the students in terms of lack of basic knowledge and irregularity in attendance and timely submission of their research work. Evidence to this regard was also provided by the guide.

After hearing both sides of the matter and deliberating over all aspects of the case, the committee members unanimously decided that both sides did have serious and genuine grievances against each other therefore, without blaming any one side, the only conclusion that seemed appropriate in this regard was that it was very likely that nothing fruitful was to be achieved under such association and as such, it was in the best interest of both parties that the NOC be granted to the students.

Accordingly on 08/07/2019, the Confidential Committee Report was submitted to the Principal's office.



Chairperson
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